

**MINUTES OF MEETING OF BOARD OF TRUSTEES
OF
CLAY COMMUNITY SCHOOLS**

A regular session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, April 12, 2018. Tom Reberger, Michael Shaw, Ron Scherb, Kevin Kumpf, and Shane Wiram were present. Amy Burke Adams and Andrea Baysinger were absent.

I. Call to Order

The meeting was called to order at 7:30 p.m. Board President Kevin Kumpf led those in attendance in the pledge and offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for March 8, 2018

Executive Session Certification for March 8, 2018

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

CCHS

Jeff Bell

b. FMLA

NCMS

Marie Bettenbrock

2. Non-Certified

a. Medical Leave of Absence

NHS

Rex Hane

b. FMLA

TRANS

Howard Hughes

c. Medical Leave of Absence

CCHS

Jessica Hayden

d. FMLA

TECH

J. W. Boyce

B. RETIREMENTS

1. Certified

a. Business Education Teacher

NHS/CA

Gina Crooks

Effective at the end of the 2017-2018 school year

2. Non-Certified

a. Instructional Assistant

SE

Linda Redifer

Effective at the end of the 2017-18 school year

b. 185-day Custodian

VBE

Jill Sawyer

Effective at the end of the 2017-2018 school year

c. 29-hour Instructional Assistant

FPE

Gail Meeker

Effective at the end of the 2017-2018 school year

d. 29-hour Instructional Assistant

NHS

Glenda Brunett

Effective at the end of the 2017-2018 school year

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified
 - a. Industrial Technology Teacher NHS George Knezevich
2. Non-Certified
 - a. 29-hour Instructional Assistant ME Kelly Wilson
 - b. 4-hour Food Services NHS Katlyn Wells
 - c. Custodian NHS Ashley Purcell
3. ECA Resignations
 - a. Science Fair Committee ME Linda Grove
 - b. Student Ambassadors NCMS Jackie Chastain
 - c. 8th Grade Girls' Basketball Coach NCMS Erica Garrison
 - d. Head Girls' Basketball Coach CCHS Chris Ames
4. ECA Lay Coaches None

D. TRANSFERS

1. Certified
 - a. Special Services Teacher NCMS to SE Courtney DeWeese
Effective at the beginning of the 2018-2019 school year
 - b. Split ESE/FPE to full-time FPE FPE Sarah Goda
Effective at the beginning of the 2018-2019 school year
2. Non-Certified
 - a. Instructional Assistant None

E. EMPLOYMENT

1. Certified
 - a. Special Education Teacher NHS Jennifer Mesanovic
2. Non-Certified
 - a. 185-day Custodian ESE Jeremy Fowler
3. Other None

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified
 - a. Junior High Track Coach CCHS Jennifer Ross
2. Extra-Curricular Non-Certified None
3. Extra-Curricular Lay Coach
 - a. Asst. Track Coach NCMS Ricky Crosby
 - b. Asst. Wrestling Coach (50%) NCMS Tony Sanabria
 - c. Asst. Wrestling Coach (50%) NCMS Cale McCoy
 - d. Asst. Track Coach NCMS Ethan Linton
 - e. JV Girls' Soccer Coach NHS Bill Papinchock
4. Supplemental
 - a. Asst. Girls' Soccer Coach NHS Matt Malone
 - b. Asst. Girls' Soccer Coach NHS Krista Tracy

G. CHANGES

1. Certified
 - a. PE/Health to Athletic Director NHS Bethany Jones
Effective at the beginning of the 2018-2019 school year

- b. Guidance Counselor to Guidance Director NHS Scott McDonald
Effective at the beginning of the 2018-2019 school year
- c. English to Guidance Counselor NHS Amy Boor
Effective at the beginning of the 2018-2019 school year
- d. Split English at NHS & CA to Northview NHS Emily Schuler
Effective at the beginning of the 2018-2019 school year
- e. 65% Contract to 100% Contract NHS Ruth Ann Medworth
Effective at the beginning of the 2018-2019 school year
- 2. Non-Certified None
- 3. ECA-Lay Coaches None

H. VOLUNTEERS

1. CLASSROOM

Clay City Elementary

- a. Angela Albright
- b. Trecia Bumgardner

East Side Elementary

- a. Samantha Floyd

Jackson Township Elementary

- a. Jennifer French

Van Buren Elementary

- a. Amber Fewless
- b. Cody Hall
- c. Brian Plummer

Lions Club Volunteer

- a. Amy Jordan

2. ATHLETICS/ECA

Northview High School/North Clay Middle School

- a. Stacy Barnhart (Band Chaperone)
- b. Jacquelyn Griffin (Band Chaperone)
- c. Cindy Pflueger (Band)
- d. Kimberly Price (Band)
- e. Terri Young (Band)
- f. Jared Gibbens (Volunteer Boys' Soccer Coach)
- g. Ashley Clarke (Volunteer Girls' Soccer Coach)
- h. Casidy Simonis (Volunteer Girls' Soccer Coach)

I. TERMINATIONS

None

Mr. Reberger moved to accept the consent agenda items. Dr. Shaw seconded, and the motion was approved by a 4-0 vote (Mr. Scherb had not yet arrived).

III. Comments from Patrons

None at this meeting.

Mr. Scherb arrived at this point.

IV. Old Business

A. Building Project Update

Mr. Lance Gassert of Garmon Construction Services provided an update of the building projects at Clay City Jr/Sr High School and Northview High School.

Mr. Gassert noted that he and several of the board members had walked through Clay City prior to tonight's meeting. They had walked through the new Special Needs suite, which is wrapping up and will be complete at the end of April. They also looked at the new FACS and chemistry spaces, and those are to be wrapped up in May. The big focus now is getting ready for the heavy summer push where they will demolish and rebuild the administrative suite.

Prior to discussion of the Northview project, Mr. Gassert offered a clarification of the lighting fixtures that had been discussed at a previous meeting. Mr. Gassert explained that where they were buying new light fixtures, the whole fixture itself would be LED. However, all existing light fixtures were to be re-lamped, so if a fixture had a T8 bulb, it would be re-lamped with a T8. They chose to do that because, at Northview, they had just done the energy savings project, so all of those bulbs had just been replaced within the last three years or so. At Clay City, they were bringing it up to that standard: When they are buying a new fixture for Clay City, the new fixture will be LED, but if they are just replacing the bulbs, they are replacing them with T8s.

Mr. Scherb noted he had been told that, in the year 2021, the bulbs being put in were going to be outlawed, so he asked why they were not just putting in LED bulbs now. Mr. Gassert's reply was that it would be a design team question.

Mr. Gassert then returned to discussion of Northview High School, noting that on the second level, a couple of chemistry rooms would be wrapping up, the epoxy floor was down, and the new lab casework was in; those spaces would be done at the end of this month. Heavy renovation is going on in the new administrative suite, and that space will come to a conclusion over the summer, with move-in anticipated in July. The focus has turned to the heavy summer work when they will be renovating the second floor corridors, the media center, and the remaining first floor corridor space.

Mr. Gassert concluded discussion by noting that both projects were on track to be done in February of 2019.

B. Student Handbooks Changes – Second Reading

Mr. Wiram moved to accept the student handbooks changes. Dr. Shaw seconded, and the motion was approved by a 5-0 vote.

C. Board Policy 6433 – Seclusion and Restraint – Revision – Second Reading

Mr. Reberger moved to accept the revision to Board Policy 6433 – Seclusion and Restraint. Dr. Shaw seconded, and the motion was approved by a 5-0 vote.

D. Board Policy 6704 – Student Suicide Prevention and Awareness – Second Reading

Prior to a motion, Superintendent Fritz pointed out that it was a state mandate to have a policy for student suicide prevention and awareness, and the Indiana School Boards Association's suggested policy was used for this.

Dr. Shaw moved to accept the new policy, Board Policy 6704 – Student Suicide Prevention and Awareness. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

V. Superintendent's Report

Superintendent Fritz noted the following:

- A welcome to the school family was offered to new hires Jennifer Mesanovic (Northview High School) and Jeremy Fowler (East Side Elementary).
- Recognition and congratulations were given to the following:
 - Michele Hunter, history teacher at Northview High School, for being awarded a Golden Apple. Superintendent Fritz noted that he knew Mrs. Hunter as a teacher and as a teacher leader; he believed her to be excellent in both capacities, and he believed the award to be very well-deserved.
 - Kathy Knust for being honored by being invited to become a member of the Junior Achievement Hall of Fame.
 - Ashley Schaefer, German teacher at Clay City Jr/Sr High School, for receiving the Judith Eaton award, which is a very prestigious German teacher award.

VI. New Business

A. NHS Roof Refinishing Contract Request

Dr. Shaw moved to accept the recommendation to award the contract for roof refinishing at Northview High School to ARP in the amount of \$285,435. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

B. Central Office Summer Hours

Mr. Scherb moved to approve the recommendation to allow central office 260-day certified and classified employees to operate on a forty-hour, four-day work week beginning Monday, June 4, and continuing through Friday, July 20, 2018, with the office being open from 7:00 am to 5:00 pm Monday through Thursday and closed on Fridays. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

C. Title I Grant Application Request

Mr. Scherb moved to approve the request to apply for the Title 1 grant for the 2018-2019 school year. Dr. Shaw seconded, and the motion was approved by a 5-0 vote.

D. Student Chromebook Request

Director of Technology Bill Milner provided board members with a summary of the bids that had been opened on March 8, 2018; a copy of the summary will become a part of the official minutes. He noted that the bid from Trinity 3 Technology had been thrown

out because the model they had bid was a two-year old machine that was no longer in production.

After presenting information to support his recommendation, Mr. Milner recommended choosing the Lenovo 500e Chromebook.

At this point, Mr. Scherb asked what would happen if he dropped the Chromebook on the table. Mr. Milner replied that it would not do anything to the Chromebook. He pointed out that they had hard drive failures on some of the older model laptop computers, but that was because it had a physical hard drive in it. All of the Chromebooks have a solid state drive in them, so there are no moving parts, which should cut down on hard-drive failures. Also, all of the batteries are on the inside of the case with this model; they are not on the outside, which had been another issue with the older model laptops.

Mr. Milner then returned to his recommendation, which was the Lenovo 500e Chromebook. He also recommended purchasing the Google management license from CDWG for \$24.83 per unit and the case from Dell for \$11.93 per unit.

Prior to a call for a motion, Mr. Milner shared that the warranties on the Chromebooks were only for one year; however, they were not recommending the four-year warranty because the school corporation was going to purchase the insurance to cover the devices for those additional years. The devices will be covered, it is just the manufacturer's factory warranty that will expire after one year. Any other damage on those other years will be covered by the insurance company for the full four years.

Mr. Kumpf wanted to know if the recommended Chromebook was the touch-screen version, to which Mr. Milner replied that it was the touch-screen model. He added that the recommended Lenovo Chromebook also does become a tablet as well. Mr. Milner observed that they had been looking for a unit that would be a little more durable, would last four years, and would allow kids to do less damage to it.

Superintendent Fritz offered his thanks to Mr. Milner, Assistant Superintendent Dr. Tim Rayle, and District Technology Instructional Assistant Dianna Knox for their hard work on this, including research and school visits.

Dr. Shaw moved to accept Mr. Milner's recommendation for the Lenovo 500e Chromebook, as presented. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

E. Secondary Teacher Desktop Computer Request

Dr. Shaw moved to accept the recommendation of Mr. Milner, which was to accept the bid from Dell for the secondary teacher desktop computers. Mr. Reberger seconded.

Under discussion, Mr. Scherb asked why teachers were getting new desktops if they also have laptops. Superintendent Fritz replied that teachers would not be getting new laptops; they've got the old laptops, and they had requested these for instructional purposes.

Mr. Scherb then asked why the teachers needed or wanted two computers, to which Mr. Milner responded by stating that the current model was twelve years old, and they cannot get parts for them anymore. He added that they still had to have the desktops in their rooms to run projectors, mimeos, and items like that; they don't use their laptops for that. The reason for using the desktop computers for projectors and mimeos is that projectors are physically connected to them. Mr. Milner further explained that the laptops could be used, but it was not as effective as having projectors and mimeos already set up. With the laptops, teachers would have to set those up every day; it was easier to have the equipment hard-wired to the desktops. Also, the desktops are better performing machines compared to laptops. Plus, the desktop computers support a higher screen resolution, which makes it more presentable for a projector in a classroom environment.

The motion was approved by a 5-0 vote.

F. Memorandum of Understanding with Cloverleaf Healthcare of Knightsville

Mr. Scherb moved to accept the Memorandum of Understanding with Cloverleaf Healthcare of Knightsville. Dr. Shaw seconded, and the motion was approved by a 5-0 vote. The Memorandum of Understanding will become a part of the official minutes.

G. 2-Hour Delay Waiver for Classified Instructional and Office Staff

Mr. Wiram moved to accept the 2-hour delay waiver for Category II and III classified instructional and office staff for April 4, 2018. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

H. NHS Track and Football Facility Presentation

Northview High School Track and Football Coach Mark Raetz offered a PowerPoint presentation regarding their vision for the NHS track and football facilities. A copy of the PowerPoint presentation will become a part of the official minutes.

VII. Board Member Comments

Michael Shaw offered congratulations to Michele Hunter for what he deemed an awesome award; he believed the award to have been well deserved. Dr. Shaw then stated that he thought the Northview stadium should be a priority. As he saw it, the items just presented to the Board were not a matter of want, but need. In regard to the safety concerns, they could isolate one thing and talk about concussions and the value of changing that situation, which is completely unacceptable in his opinion. He found it to be a shame that kids were playing on facilities like this when we value our first-class educational facility, which he believed was obviously a priority because that's what we're here for, education. But in his opinion, along with first-class educational facilities, the school corporation should consider upgrading to first-class athletic facilities. He noted there were several in place—the baseball field looks great, and the new nets dealt with a safety concern on the tennis courts. Dr. Shaw would like to get this on the agenda as soon as possible, let Mr. Shayotovich do an analysis, and get the ball rolling. He thanked all for their attendance tonight and the work they had obviously put in to it already.

Ron Scherb responded to Dr. Shaw's comments by sharing his first concern: When he hears someone say there is a safety issue, he believes the first thing that needs to be

done is to shut everything down and quit using it until it is fixed. If that means the long jump runway isn't acceptable, shut it down and don't use it any more. Mr. Scherb stated that the school board had gone through this when they had been told the bus garage wasn't safe and a \$2 million facility needed to be built. As he saw it, they weren't going to get a \$2 million bus garage built before someone got hurt. So if the track or whatever facility isn't safe, he believed the first thing to do was to shut it down and quit using it.

Mr. Scherb then asserted that Superintendent Fritz had been put in a very awkward position because a synthetic field had been a part of the \$33 million plan. Mr. Scherb claimed that Superintendent Fritz had promised the taxpayers that the synthetic football field was not part of this project, so Superintendent Fritz would have to explain to the taxpayers why the school corporation was going to have to come up with a million dollars, or whatever it is, to do this project. Mr. Scherb alleged that the professional football teams could be called and it would be found that they are giving away their synthetic playing surfaces and are going back to natural grass. He stated that he would have no problem putting in an irrigation system and making it safe, and he deemed the first issue to be making it safe. But as far as going out and spending \$1 million on a synthetic football field, Mr. Scherb believed they would be doing the taxpayers a disservice by telling them one thing and then coming back at the end of this building project and doing something separate. It was his contention that the school board could have this discussion, but he didn't believe it was the right way to do business.

Mr. Scherb concluded his comments by noting that Forest Park Elementary had been on TV one night because Principal Dustin Jorgensen had put together a recycling program for his students, recycling plastic bottle caps to be used to build a bench. He deemed that to be a wonderful lesson for the kids, to be able to work together and donate things. Mr. Scherb pointed out that Principal Jorgensen had noted in the news clip that the students got to see the results of their work – they got benches that they get to see all the time. Mr. Scherb then referred to comments he had made a few months ago that the school corporation really should have all schools doing recycling. To this, Mr. Reberger commented that he thought all schools were recycling. He noted that his grandkids had gone to Van Buren, and Van Buren had some of those benches. He had also seen some of the benches in front of East Side. Mr. Howard shared that there were collection points for all schools, and Brion Blanc at Cumberland Academy headed that up for the school corporation, and they probably received 10-12 benches per year.

At this point, Superintendent Fritz offered a rebuttal to Mr. Scherb's assertion that had been made regarding a synthetic field. He clarified that the Board decided on the plan and the scope of the project, not the superintendent. There was an alternative list; the synthetic surface for the football field was on that list. The alternative list was made by the employees at each building. Both schools had things on the list that, as a corporation, were brought to the Board, and the Board voted on that list, not the superintendent. Taxpayers were promised, in the scope of this building project, that the tax levy would not be raised, which was a promise that was intended to be kept, so the Board knew that it had a certain amount of money to spend. The Board chose not to have the synthetic surface as part of that project; that was a Board decision, not a superintendent decision. Also, with regard to the presentation that had been made, it was a vision that the Northview band program had, the Northview track program had,

the Northview football program had, and the Northview physical education department had, as well as the soccer program. They are making a presentation; if the Board decides that it wants to do nothing with this, or part of this, or all of this, that is, again, a Board decision, not a superintendent's decision.

Kevin Kumpf offered congratulations to Michele Hunter and to the two schools that had been named Four-Star Schools, Jackson Township Elementary and Staunton Elementary.

Shane Wiram added his congratulations to all of the winners that had been talked about at this meeting. He agreed with Dr. Shaw that assessments needed to be done on the facilities, but he felt the assessments needed to be done on a corporation-wide basis. He pointed out that there were also needs at Clay City that needed to be addressed, and he suggested opening the scope to both Clay City and Northview and make sure that the playing surfaces are safe, both north and south. He would like to see that in the near future; he would like to look at the facts and see what they show and then make an intelligent decision after seeing the facts.

VIII. Future Agenda Items

Tom Reberger, at the appropriate time, would like to pursue discussion on the Northview High School facilities. He was not saying he was for this; rather, he wanted to look at it objectively. He thought the Northview staff had done the right thing in making the school board aware of what their concerns are, which includes safety and the surface of the track that is due for an upgrade. As for whether the football field is a pristine grass surface or a synthetic surface, Mr. Reberger wants to hear both sides. He noted that twenty years ago he would have said it was crazy to put in a synthetic surface, but after seeing some of the places that have put synthetic surfaces in, he is starting to change his mind, because the fields have so much more use. Mr. Reberger asked how many teams in the WIC Conference had synthetic surface right now, and the answer was that there would be two this fall. To this, Mr. Reberger responded by noting that those schools apparently were seeing something that was of a benefit; he would like to hear their rationale for why they did it. He cannot believe all of those schools are doing that kind of thing just to keep up with everybody else. Mr. Reberger also mentioned the fact that two athletes suffered season-ending injuries on the football field last year and shared his concerns about the concussion issue. Mr. Reberger then reiterated his future agenda item request: At the appropriate time, not next month or the month later, but some time when it is appropriate and the group that might be doing this has had time to study it significantly, he would like to hear the facts. He agreed with Mr. Scherb that the taxpayers were going to have a stroke if the school board says it is going to spend a million dollars out there, but he did not think those were the kind of numbers the Board would be talking about. He believed the Board had to weigh how many dollars they were willing to spend versus how many injuries they were going to try to avoid. Mr. Reberger considered the track to be a given and theorized that Mr. Howard already had that on his CPF plan. The decision would be whether all of these other things would be done, and he thought it seemed like a logical time to do it, if the school corporation can afford it.

To clarify Mr. Reberger's intent, Superintendent Fritz asked if Mr. Reberger wanted to study this issue, look at the pros and cons and finances, and get the facts on it. Mr. Reberger agreed that was his intent, and he repeated his request to get information

from the other schools that had already installed a synthetic surface to find out why they decided to do that.

At this point, Mr. Wiram pointed out that a lot of things needed to be assessed, both at Northview and at Clay City. He wanted to make sure they addressed all of the issues they could.

Superintendent Fritz then asked to clarify that the future agenda item should be to look at the outdoor facilities at both ends of the county, with which both Mr. Reberger and Mr. Wiram agreed.

Mr. Scherb repeated his original statement that, if there are things causing injury, they need to be fixed now, and he asked to schedule a work session at Northview as soon as next month, not to make a decision, but to see what the school board would be looking at. He reiterated his opinion that if something had to be shut down, do it before someone got seriously hurt. Superintendent Fritz suggested doing a walkthrough similar to what is done at the building sites. He further suggested doing a walkthrough prior to the meeting for which the discussion is scheduled as an agenda item. Mr. Wiram asked to put Clay City on the schedule as well.

Kevin Kumpf would like to have discussion on naming rooms or structures after prominent teachers or coaches. Mr. Wiram noted that he had someone approach him about wanting to donate in memory of someone, so that would probably play into that discussion as well. Superintendent Fritz offered to search for sample policies.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:29 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administration Office.